



WELLINGTON COLLEGE  
INTERNATIONAL  
HANGZHOU

# Job Description

## KS1/KS2 Teacher

### ABOUT US

#### We are Learners, Connectors and Changemakers

At Wellington College China, we offer a pioneering education to serve and help shape a better world. We inspire our children to be the best version of themselves, to take pride in where they come from and to be the change they wish to see in the world.

#### The Wellington College, United Kingdom (TWC)

Wellington College in England was founded by Queen Victoria in 1859 as a national monument to Britain's most renowned military figure, the Duke of Wellington. Over 160 years later, the College is one of the most respected schools in the United Kingdom and one of its greatest educational institutions – pioneering, innovating, and transforming education for girls and boys.

#### Wellington College China (WCC)

Wellington College China (WCC) was established in 2009 and is the exclusive partner of The Wellington College (TWC) in China. WCC has established three premium international schools under the Wellington brand, three private Huili bilingual

Kindness Responsibility Respect Courage Integrity

schools and four nurseries in Tianjin, Shanghai, Hangzhou and Nantong. Wellington international schools teach a curriculum based on the English National Curriculum, while Huili schools combine the best of the British and Chinese education systems for Chinese pupils aged 2–18.

Together our schools serve more than 5,000 pupils and employ over 1,200 staff, approximately 40% of whom are expatriates, with the majority being from the UK. Over the past 14 years, WCC has accumulated a wealth of experience in school establishment, campus construction, operation and management, talent development, curriculum design and teaching provision.

### **School introduction**

Wellington College International Hangzhou is the 13th member of Wellington College family worldwide and the international school of first choice in Hangzhou. We offer a uniquely British style international education delivering academic excellence for children of expatriate families from the ages of 5 to 18. We offer a world class curriculum based on the English national curriculum contextually adapted to our location. This curriculum naturally prepares pupils for IGCSE followed by A Level qualifications in our Sixth Form.

Wellington College International Hangzhou uses the unique Wellington approach to holistic education encapsulated in our five core Values: Courage, Respect, Integrity, Kindness and Responsibility. These values instil the defining characteristics of the Wellington Identity: Intellectual, Independent, Inspired, Individual and Inclusive.

This comprehensive approach ensures our well-rounded pupils are fully prepared for acceptance into the best universities worldwide, leaving Wellington College Hangzhou equipped with the 21st century skills essential for the future.

Our expansive Wellington College Hangzhou campus covers over 74,000 square metres and hosts a range of custom built, state-of-the-art facilities. These facilities are meticulously designed to provide pupils with unparalleled academic and co-

curricular opportunities. We have a multi-purpose indoor sports hall with spectator gallery, a 400 metre all-weather track and sports field, two swimming pools, basketball courts and a tennis court. In addition, we have a 560 seat grand theatre, dance studios and several libraries.

At Wellington College Hangzhou, we are dedicated to nurturing young minds, fostering independence and wholeheartedly embracing diversity.

### **Working for Wellington College China**

WCC is an inclusive community of unique individuals with passion, integrity and a commitment to each other. Grounded in the Wellington Values, we are a workplace where ideas are realised, bonds are forged and futures can be shaped together.

We empower our employees to grow, with a confidence that inspires our colleagues, opens new opportunities and adds real value to everything we do.

At Wellington, we are our people, and we pride ourselves on the care and opportunities we provide to our employees. Over 50% of our most senior leaders are promoted internally, and over 70% are female. We offer an exceptional range of learning and development opportunities. These include our internal and external coaching programmes, the WCC High Potential Leadership Programme and a wide range of academic and non-academic training courses designed to take employees through to middle leadership, senior leadership and beyond. To view our full directory of learning and development opportunities, please see the [WCC Course Directory](#).

Wellington College China has been awarded the HR Asia 'Best Companies to Work for in Asia' Award for 4 years running.

# Role Description

## JOB TITLE

KS1/KS2 Teacher

## DEPARTMENT

Academic

## LOCATION

Hangzhou

## LINE MANAGEMENT

Head of Primary

## PROFESSIONAL ATTRIBUTES

- To have high expectations of all pupils based on relevant data.
- Have high expectations of children and a commitment to ensuring that they can achieve their full educational potential and to establishing fair, respectful, trusting, supportive and constructive relationships with them.
- Demonstrate the values, attributes and behaviour you expect from children.
- Be aware of the professional duties of teachers and the statutory framework within which they work.
- Be aware of the policies and practices of the school and share collective responsibility for their implementation.
- Communicate effectively with children, young people, colleagues, parents and careers.

- Recognise and respect that colleagues, parents and careers can contribute to the development and wellbeing of children and young people and to raising their levels of attainment.
- Have a commitment to collaboration and cooperative working with colleagues.
- Reflect on and improve their practice; take responsibility for identifying and meeting their professional development needs.
- Have a creative and constructively critical approach towards innovation; being prepared to adapt their practice where benefits and improvements are identified.
- Act upon advice and feedback and be open to coaching and mentoring.

## **PROFESSIONAL KNOWLEDGE AND UNDERSTANDING**

- Have a range of teaching, learning and behaviour management strategies and know how to use and adapt them, including how to personalise learning and provide opportunities for all learners to achieve their potential.
- Know the assessment requirements and arrangements for the subjects/curriculum areas they are trained to teach.
- Be informed of a range of approaches to assessment, including the importance of formative assessment.
- To follow assessment guidance set out in the whole school assessment policy.
- Know how to use local and national statistical information to evaluate the effectiveness of their teaching, to monitor the progress of those they teach and to raise levels of attainment.
- Have a secure knowledge and understanding of curriculum areas to enable you to teach effectively across the age and ability range for which you are trained to teach.
- Know and understand the relevant statutory and non-statutory curricula frameworks, for your curriculum areas (all taught areas), and other relevant initiatives across the age and ability range for which you are trained to teach.

- Know how to use skills in literacy, numeracy and ICT to support your teaching and wider professional activities e.g. planning and assessment.
- Understand how children develop and that the progress and well-being of learners are affected by a range of developmental, social, religious, ethnic, cultural and linguistic influences.
- Know how to make effective personalised provision for the children you teach including those for who English is an additional language.
- Know and understand the roles of colleagues with specific responsibilities, including those with responsibilities for learners with SEN and disabilities and other individual learning needs.
- Be aware of current legal requirements and policy concerning the wellbeing of children.
- Know how to identify and support children whose progress, development or well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for specialist support.

## **PROFESSIONAL SKILLS**

- Assess the learning of those you teach and set challenging learning objectives.
- Plan and teach lessons and sequences of lessons that are well organised, demonstrating secure subject knowledge relevant to curricula across the age and ability range for which you are trained.
- Use a range of teaching strategies and resources including e-learning.
- Provide opportunities for learners to develop their literacy, numeracy and ICT skills
- Provide homework to sustain learner's progress and consolidate their learning.
- Make effective use of a range of assessment, monitoring and recording strategies.
- Provide daily, accurate and constructive feedback on learner's attainment, progress and areas for development.
- Support and guide learners to reflect on their learning, identify progress they have made and identify their emerging learning needs.
- Establish a purposeful and safe learning environment conducive to learning and identify opportunities for learners to learn in and out of school contexts.

- Establish a clear framework for classroom discipline to manage learners' behaviour constructively and promote their self-control and independence.
- Work as a team member and identify opportunities for working with colleagues, sharing the development of effective practice with them.
- Ensure colleagues (e.g. teaching assistants) working with you, are appropriately involved in supporting learning and understand the roles they are expected to fulfil.
- Advising and cooperating with staff on the preparation and delivery of courses of study, teaching materials and programmes, methods of teaching and assessments and pastoral arrangements.
- Participating in arrangements for further training and professional development, including undertaking personal training and professional development identified through performance management.
- Safeguarding children's H&S in school and on authorised school activities elsewhere.

## **BASIC QUALIFICATION**

**Education:** Minimum of a Bachelor's degree. Teaching certification

**Working experience:** A minimum of 2 years working experience as primary class teacher.

## **PREFERRED APTITUDES**

- Excellent communication skills
- Open, proactive, patient and caring
- Proficiency in Microsoft Office
- Adaptable and flexible
- Committed to continued professional development

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As an employer of choice, Wellington College China is committed to making professional learning and personal development central to its ethos and approach. WCC fully recognises its responsibilities for safeguarding children. Our safeguarding policy applies to all staff, governors and volunteers working in the Group.